

Meet our Business Immigration Team



Shabana Muneer

Senior Associate

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Shabana heads up the Walker Morris Business Immigration team and has over 10 years' experience of advising on a wide range of business immigration issues and assisting clients with the complex process of hiring talent from outside the UK. Her experience includes assisting with successful sponsor licence applications, assigning certificates of sponsorship and guiding corporate clients through the process of obtaining work visas for migrant workers and their dependants coming to the UK, as well as securing indefinite leave. Shabana also advises clients on compliance with ongoing sponsor licence reporting and notification requirements, including in the context of corporate transactions. She regularly advises overseas clients on the appropriate route of entry into the UK for existing staff to support their business expansion into the UK, and has made successful applications under the Sole Representative of Overseas Business route, as well as assisting clients with the requirements for short-term visit visas.

Shabana has spoken at numerous events and published a series of articles on the impact Brexit will have on the recruitment of European workers on different sectors in the UK. She also advises multi-jurisdictional clients on the broader considerations applicable to employment with a multi- jurisdictional element.



Charlotte Smith
Senior Associate

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Charlotte advises clients on the full range of employment law and business immigration matters. She has developed close relationships with clients – particularly in the food, drink and manufacturing sectors. She regularly delivers training sessions, covering topics such as: the impact of Brexit on businesses; the UK's current and future points based immigration system; and conducting right to work checks. She has advised a number of clients on their applications to become registered sponsor licence holders and the subsequent process they are required to follow to engage overseas workers. She also assists clients to manage their sponsor licences and comply with their responsibilities as sponsor licence holders on an ongoing basis.



Anna-Elise Harvey
Associate

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Anna qualified into the Employment and Business Immigration Team in 2020 with a particular focus on Business Immigration during her final year of training. She has assisted clients with a number of complex issues relating to sponsoring migrant workers, visas and settlement in the UK, and often advises on immigration matters in the context of corporate transactions. She also provides guidance to clients on managing their sponsor licence through the online system, sponsor duties and has particular expertise in conducting and auditing right to work checks.



Katerina Woodcock
Associate

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Katerina provides advice on business and personal immigration matters assisting clients with entry clearance into the UK, as well as leave to remain and indefinite leave to remain applications. She has represented clients at the Immigration and Asylum Tribunal as an advocate and has also submitted a successful application for permission to judicially review a decision made by the Secretary of State for the Home Department to refuse a leave to remain application. Katerina has experience in advising clients on making applications to the Home Office for sponsor licences and also provides advice on the effect of Brexit on EU citizens and their right to work in the UK.